# Program Overview

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Purpose Statement

The Post Graduate Year one (PGY1) Pharmacy Residency Program at Beth Israel Deaconess Medical Center (BIDMC) builds upon Doctor of Pharmacy (Pharm.D.) education and outcomes to contribute to the development of clinical pharmacists who are: responsible for medication-related care of patients with a wide range of conditions, eligible for board certification, and eligible for postgraduate year two (PGY2) pharmacy residency training.

PGY1 Pharmacy Residency Program 2019-20

ASHP Required Competency Areas
For Postgraduate Year One (PGY1) Pharmacy Residencies

R1: Patient Care
R2: Advancing Practice and Improving Patient Care
R3: Leadership and Management
R4: Teaching, Education, and Dissemination of Knowledge

BIDMC Additional Required Competencies

E1: Pharmacy Research
E5: Management of Medical Emergencies
E6: Teaching and Learning
ASHP Required Competency Areas, Goals, and Objectives
For Postgraduate Year One (PGY1) Pharmacy Residencies and Additional BiDMC Competencies

Competency Area R1: Patient Care

Goal R1.1: In collaboration with the health care team, provide safe and effective patient care to a diverse range of patients, including those with multiple co-morbidities, high-risk medication regimens, and multiple medications following a consistent patient care process.

- Objective R1.1.1: Interact effectively with health care teams to manage patients’ medication therapy.
- Objective R1.1.2: Interact effectively with patients, family members, and caregivers.
- Objective R1.1.3: Collect information on which to base safe and effective medication therapy.
- Objective R1.1.4: Analyze and assess information on which to base safe and effective medication therapy.
- Objective R1.1.5: Design or redesign safe and effective patient-centered therapeutic regimens and monitoring plans (care plans).
- Objective R1.1.6: Ensure implementation of therapeutic regimens and monitoring plans (care plans) by taking appropriate follow-up actions.
- Objective R1.1.7: Document direct patient care activities appropriately in the medical record or where appropriate.
- Objective R1.1.8: Demonstrate responsibility to patients.

Goal R1.2: Ensure continuity of care during patient transitions between care settings.

- Objective R1.2.1: Manage transitions of care effectively.

Goal R1.3: Prepare, dispense, and manage medications to support safe and effective drug therapy for patients.

- Objective R1.3.1: Prepare and dispense medications following best practices and the organization’s policies and procedures.
- Objective R1.3.2: Manage aspects of the medication-use process related to formulary management.
- Objective R1.3.3: Manage aspects of the medication-use process related to oversight of dispensing.

Competency Area R2: Advancing Practice and Improving Patient Care

Ideally, objectives R2.1.1-R2.1.5 will be addressed through residents working on one quality improvement or research project; however, if this is not possible, all objectives must be addressed by the end of the residency year and can be addressed through work on more than one initiative.

Goal R2.1: Demonstrate ability to manage formulary and medication-use processes, as applicable to the organization.

- Objective R2.1.1 Prepare a drug class review, monograph, treatment guideline, or protocol.
- Objective R2.1.2: Participate in a medication-use evaluation.
- Objective R2.1.3: Identify opportunities for improvement of the medication-use system.
- Objective R2.1.4: Participate in medication event reporting and monitoring.

Goal R2.2: Demonstrate ability to evaluate and investigate practice, review data, and assimilate scientific evidence to improve patient care and/or the medication-use system.

- Objective R2.2.1: Identify changes needed to improve patient care and/or the medication-use systems.
- Objective R2.2.2: Develop a plan to improve the patient care and/or medication-use system.
- Objective R2.2.3: Implement changes to improve patient care and/or the medication-use system.
- Objective R2.2.4: Assess changes made to improve patient care or the medication-use system.
- Objective R2.2.5: Effectively develop and present, orally and in writing, a final project report.
Competency Area R3: Leadership and Management

Goal R3.1: Demonstrate leadership skills.
  ▪ Objective R3.1.1: Demonstrate personal, interpersonal, and teamwork skills critical for effective leadership.
  ▪ Objective R3.1.2: Apply a process of on-going self-evaluation and personal performance improvement.

Goal R3.2: Demonstrate management skills.
  ▪ Objective R3.2.1: Explain factors that influence departmental planning.
  ▪ Objective R3.2.2 Explain the elements of the pharmacy enterprise and their relationship to the healthcare system.
  ▪ Objective R3.2.3: Contribute to departmental management.
  ▪ Objective R3.2.4: Manage one’s own practice effectively.

Competency Area R4: Teaching, Education, and Dissemination of Knowledge

Goal R4.1: Provide effective medication and practice-related education to patients, caregivers, health care professionals, students, and the public (individuals and groups).
  ▪ Objective R4.1.1: Design effective educational activities.
  ▪ Objective R4.1.2: Use effective presentation and teaching skills to deliver education.
  ▪ Objective R4.1.3: Use effective written communication to disseminate knowledge.
  ▪ Objective R4.1.4: Appropriately assess effectiveness of education.

Goal R4.2: Effectively employ appropriate preceptors’ roles when engaged in teaching (e.g., students, pharmacy technicians, or other health care professionals).
  ▪ Objective R4.2.1: When engaged in teaching, select a preceptors’ role that meets learners’ educational needs.
  ▪ Objective R4.2.2: Effectively employ preceptor roles, as appropriate.

Competency Area E1: Pharmacy Research

Goal E1.1 Conduct and analyze results of pharmacy research.
  ▪ Objective E1.1.1: Design, execute, and report results of investigations of pharmacy-related issues.

Competency Area E5: Management of Medical Emergencies

Goal E5.1 Participate in the management of medical emergencies.
  ▪ Objective E5.1.1: Exercise skill as a team member in the management of medical emergencies according to the organization’s policies and procedures.

Competency Area E6: Teaching and Learning

Goal E6.1 Demonstrate foundational knowledge of teaching, learning, and assessment in healthcare education.
  ▪ Objective E6.1.1: Explain strategies and interventions for teaching, learning, and assessment in healthcare education.
  ▪ Objective E6.1.2: Explain academic roles and associated issues.

Goal E6.2 Develops and practices a philosophy of teaching.
  ▪ Objective E6.2.1: Develop a teaching philosophy statement.
  ▪ Objective E6.2.2: Prepare a practice-based teaching activity.
  ▪ Objective E6.2.3: Deliver a practice-based educational activity, including didactic or experiential teaching, or facilitation.
  ▪ Objective E6.2.4: Effectively document one’s teaching philosophy, skills, and experiences in a teaching portfolio.
Beth Israel Deaconess Medical Center
PGY1 Pharmacy Residency Program 2019-20
Administration and Governance

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BIDMC Residency Advisory Committee (RAC)

The Residency Advisory Committee governs the residency program. The committee is comprised of preceptors and members of the Pharmacy Administrative Group. The Committee is chaired by the Residency Program Director and meets at least monthly to review and discuss the progress of the residents. Interactive feedback within the committee is utilized to direct the resident in his/her current and upcoming residency activities and to provide mentoring and guidance in the resident’s pharmacy practice. The committee will recommend modifications to the residents’ schedule as necessary. Each member of the RAC is expected to:

- Act as an advocate for the resident.
- Provide expertise for the residency project (when possible) or identify other appropriate resources.
- Provide feedback and suggestions on improving current rotation sites, as well as identifying future potential rotation sites.
- Provide feedback and suggestions on the current structure of the residency program, and offer possibilities for future direction.

PGY 1 Pharmacy Resident Advisor

Mentoring and advising are key elements of the BIDMC PGY1 Pharmacy Residency Program. The Residency Advisory Committee governs the residency program and is designed so that the resident will be afforded the opportunity to meet regularly with the committee members at large to discuss and receive feedback on their progress within the residency program and address any issues or concerns that may arise. To provide the resident with the opportunity for individualized mentoring and advising, the RAC will work with each incoming resident to coordinate the selection of an individual Resident Advisor for the academic year.

The principle role of the Resident Advisor is to act as a personal contact for the resident in all matters dealing with the successful completion of the PGY1 residency program. The Resident Advisor will work with the resident to develop their residency plan and will monitor the plan’s progress. The resident and advisor will collaborate and determine the degree of contact and involvement necessary to meet these objectives. Key areas that will be focused on include: advice on projects (initiation, completion, deadlines etc.), elective rotation selection, time management, professional interpersonal relationships and conflict, career opportunities after residency and any other residency-related issues that may arise. The Resident Advisor will collaborate with the RPD to complete the resident’s quarterly assessments.

Determination of a Resident Advisor will be made in alignment with the determination of the resident project. In general, the project advisor works closely with the resident throughout the year and is the most appropriate RAC member to fulfill the mentoring and advising role that is central to the Resident Advisor position.

Should circumstances during the residency year warrant reevaluation of the selection of a resident’s advisor, discussion with and approval by the RPD will be required before any changes are made.

PGY 1 Pharmacy Resident Staff Mentors

Partnering with a staff mentor is intended to provide the resident with a support system as they transition into their role as a pharmacist in the department and the medical center at large. Staff mentors will assist in answering the resident’s questions and providing professional and personal guidance and feedback to the resident throughout the year.
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<th>Core Rotations (5 weeks - 5 required)</th>
<th>Preceptor</th>
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<tr>
<td>Medical Intensive Care</td>
<td>Mary Eche, PharmD, BCPS, BCCCP, CACP; and others</td>
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<tr>
<td>Oncology (Inpatient)</td>
<td>Stephanie Clark, PharmD, BCOP; Caroline Mejias-De Jesus, PharmD, BCOP</td>
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<tr>
<td>Infectious Diseases</td>
<td>Ryan Chapin, PharmD, BCIDP; Nick Mercuro, PharmD, BCIDP</td>
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<tr>
<td>Internal Medicine</td>
<td>Alexa Carlson, PharmD, BCPS; Kristen Knoph, BCPS</td>
</tr>
<tr>
<td>Solid Organ Transplant</td>
<td>Katelyn Richards, PharmD, BCPS; Kaitlyn Zheng, PharmD</td>
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<tr>
<td>Teaching Rotation: MCPHS Internal Medicine APPE</td>
<td>Snehal Bhatt, PharmD, BCPS</td>
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<td>Advanced Medical Intensive Care</td>
<td>Mary Eche, PharmD, BCPS, BCCCP, CACP and others</td>
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<td>Cardiology</td>
<td>Jennifer Bui, PharmD, BCPS; Sonia Kothari, PharmD, BCPS, BCCP</td>
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<tr>
<td>Cardiac Intensive Care Unit Rotation</td>
<td>George Abdallah, PharmD, BCCCP</td>
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<td>Disease Specific Ambulatory Clinics</td>
<td>TBD</td>
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<tr>
<td>Hematology/Stem Cell Transplant (BMT)</td>
<td>Stephanie Clark, PharmD,BCOP; Caroline Mejias-De Jesus, PharmD, BCOP</td>
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<tr>
<td>Hepatology</td>
<td>Katelyn Richards, PharmD, BCPS</td>
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<tr>
<td>Infectious Diseases: Antibiotic Stewardship</td>
<td>Ryan Chapin, PharmD, BCIDP; Nick Mercuro, PharmD, BCIDP</td>
</tr>
<tr>
<td>Infectious Diseases Ambulatory Clinic</td>
<td>Monica Mahoney, PharmD, BCPS AQ-ID; BCIDP</td>
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<tr>
<td>Medication Safety</td>
<td>May Adra, PharmD, BCPS</td>
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<tr>
<td>Neuro/Surgical Intensive Care</td>
<td>Natalya Asipenko, PharmD, BCPS</td>
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<td>Other Critical Care Units</td>
<td>Mary Eche, PharmD, BCPS, BCCCP, CACP; (and others)</td>
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<td>Pharmacy Management/Leadership/Safety</td>
<td>Katherine Cunningham, PharmD, BCPS; Pharmacy Admin Team May Adra, PharmD, BCPS</td>
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<tr>
<td>Pharmacy Services</td>
<td>Wendy Chen, PharmD, BCPS / Diane Soulliard. PharmD, BCPS Wendy Chen, PharmD, BCPS / Diane Soulliard. PharmD, BCPS Mary Eche, PharmD, BCPS, BCCCP, CACP</td>
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<td>Resident Report</td>
<td>Residency Advisor Committee Members</td>
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<td>Teaching</td>
<td>Snehal Bhatt, PharmD, BCPS MCPHS University Faculty</td>
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<td>Interdisciplinary Management and Communication</td>
<td>Katherine Cunningham, PharmD, BCPS Katherine Cunningham, PharmD, BCPS May Adra, PharmD, BCPS Residency Preceptor</td>
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<td>Residency preceptor (DI aligns with resident report/rotations) Residency preceptor (Aligns with resident report/rotations) Residency preceptor/ K.Cunningham, PharmD, BCPS Residency preceptor/ K.Cunningham, PharmD, BCPS</td>
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Successful completion of the BIDMC PGY1 Residency Program requires the achievement of the required ASHP Residency Program Residency Learning System Outcomes, Goals and Objectives. Each resident is required to achieve all required and selected elective residency goals by the end of the residency year. Progress towards achieving these goals will be monitored at least quarterly by the Resident Advisor in conjunction with the RPD.

The following are detailed descriptions of required activities:

1. **Participation in Residency Orientation/Training Program: Start of Residency**  
   A formal orientation program for all residents is scheduled in July of each year. All new residents are expected to attend these sessions. This orientation period is to introduce the incoming residents to the BIDMC Department of Pharmacy, the BIDMC Medical Center at large, MCPHS University; and to outline the expectations for the residency year.

2. **Department of Pharmacy Practice-Service: July 1st – June 30th**  
   - Each resident is required to complete a pharmacy service component of the residency program. Often referred to as "staffing," the service component of the residency is crucial to the development of professional practice and distribution skills so as to provide safe and effective pharmaceutical care.  
   - Residents will gain insight into the operations, policies and procedures of an acute-care facility.

3. **Rotations- Core and Elective: July 1st - June 30th**  
   - Each resident is responsible to complete a defined number of core clinical and management rotations as well as a determined number of elective rotations. Rotations will be evaluated using the PharmAcademic web-based software tool.  
   - One week prior to each rotation, the resident will submit their pre-rotation goals in PharmAcademic so as to provide an opportunity for the preceptor to evaluate, and if possible, to design specific activities to meet the resident's goals. At the beginning of each rotation, the preceptor will provide residents with the rotation: goals and objectives, learning activities and method of evaluation.  
   - Residents are responsible for coordinating their evaluations with the rotation preceptor. Rotation evaluations should be scheduled during the last week of rotation and are to be completed no later than one week following the conclusion of the rotation. Copies of the evaluation will be maintained in the resident's portfolio.

4. **Medication Use Evaluation: TBD (per MUE Advisor)**  
   Each resident is required to participate in and complete a Medication Use Evaluation (MUE). Topics may be pertaining to direct patient care, quality improvement; fiscal oversight or others.

5. **Residency Project: Longitudinal**  
   - Each resident is responsible for the completion of residency project. The project may be in the form of original research, a problem-solving exercise, or development, enhancement or evaluation of some aspect of pharmacy operations or patient care services.  
   - As a component of the project, the resident will submit the project as a work in progress for poster presentation at the ASHP Midyear Meeting.  
   - Each resident will complete a project report using an accepted manuscript style suitable for publication in the professional literature.

6. **Participation in Departmental and External Leadership Activities: Longitudinal**  
   A number of activities and opportunities for leadership development will be scheduled throughout the residency year to foster an understanding of leadership within the department of pharmacy, within the profession of pharmacy and within the field of healthcare.
7. Participation in Drug Information Services: **Longitudinal**
   - Each resident will participate in several venues to provide drug information, which include but are not limited to Drug Information Questions, Development/update of PPGD, P & T Committee Formulary Reviews, Journal Club and other drug information activities, etc.
   - The goal of these activities is to provide the resident with experience in the provision of pertinent drug information in a number of venues.

8. **Presentation of a Pharmacy CE (In-Service Program): Date TBD**
   - Each resident will present one approved continuing education (CE) in-service during the residency program. The topic and presentation schedule will be developed in coordination with the Residency director and approved by the Residency Advisory Committee. The goal of the in-service is to improve the resident's communication skills and techniques, literature evaluation, and understanding of the continuing education process.

9. **Participation in Teaching Activities: TBD per MCPHS University calendar**
   - Resident involvement in the teaching activities fosters clinical development and refinement of the resident's teaching and communication skills.
   - The residents will serve as preceptors to MCPHS University students during their 6 week Advanced Pharmacy Practice Experience. The residents will be responsible for developing the rotation goals and objectives for the students as well as coordinating all on-site activities and evaluations.
   - The resident will actively participate as a facilitator for MCPHS University Therapeutics Seminar.
   - The resident will participate in the longitudinal MCPHS University Teaching Certificate Program.
   - Additional teaching activities may be assigned at the discretion of the residency director and MCPHS University Coordinator.

10. **Participation in Recruitment Efforts: November 2019- March 2020**
    - Each resident will assist with the new resident recruitment efforts of the department. Because each resident is an important source of information and advice for potential candidates, there will be scheduled time within the interview process for interviewees to interact with current residents.
    - Additionally, each resident is required to spend time providing information to interested parties during the Boston Residency Showcase and the ASHP Midyear Clinical Meeting Residency Showcase.

11. **Attendance/Podium Presentation- Eastern States Residency Conference: May 2020**
    - The Eastern States Residency Conference is held in the spring of the year (generally in early May) and is a forum where residents share experiences and expertise.
    - Each resident will make a presentation on his or her residency project, which will be evaluated by the Residency Director and/or coordinating preceptor. Residents will also be reviewed by their peers and other preceptors attending the program.

12. **Participation in Resident Advisory Council (RAC) Meetings: Longitudinal**
    - Residents will attend scheduled RAC meetings to discuss upcoming resident events, other issues pertaining to the residency program, and actions/recommendations made at residency committee meetings, etc.
    - Meetings will be scheduled by the Director of the Residency Program.
BIDMC PGY1 Pharmacy Residency Program 2019-20

Qualification of the Resident

Qualifications for participation in the BIDMC PGY1 Residency Program are in accordance with criteria set forth by the American Society of Health System Pharmacists (ASHP).

- Residents must be graduates or candidates for graduation of an Accreditation Council for Pharmacy Education (ACPE) accredited degree program (or one in process of pursuing accreditation) or have a Foreign Pharmacy Graduate Equivalency Committee (FPGEC) certificate from the National Association of Boards of Pharmacy (NABP).
- Residents must be licensed or eligible for licensure in order to be licensed in MA within 90 days of the commencement of the residency.
- Residents must be authorized to work in the United States on a full-time basis. Work authorization sponsorship for this position is unavailable.
- Residents shall participate in and obey the rules of the Residency Matching Program.

Application to the BIDMC Residency Program

Applicants to the BIDMC Residency Program will complete an electronic application in PhORCAS and submit by the application deadline. Materials to be included are:

- A one-page letter of Intent including a statement of professional goals and reasons for pursuing the PGY1 Residency
- Curriculum Vitae
- Three Letters of Recommendation
- Official transcript from accredited School/College of Pharmacy

Selection of Applicants for an On-Site Interview

Members of the BIDMC RAC will utilize a program specific applicant selection rubric to review and determine a score for each application to the program. The letter of intent, CV, scholastic record and letters of recommendation weigh highly in the review process. We also consider work experience, career goals, leadership activities, teaching experience and involvement in professional activities as important factors in our selection process. In determining the candidates for on-site interviews, input from the RAC will be used to adjust the calculated application rank score. The RPD will utilize this information to make the final decision in determining applicants that most closely match the BIDMC PGY1 program goals and opportunities at the medical center. Selected applicants will receive an e-mail of interview interest from the RPD. A predetermined list of interview dates will be sent to the candidates, and interview slots will be filled on a first-come-first-serve basis.

Interview Process

Selected candidates will be interviewed on-site and evaluated utilizing a standardized evaluation and scoring tool. The RAC will meet to review the calculated interview scores and determine the final rank list. The BIDMC RAC reserves the right to adjust the rank list based on discussion and consensus of which applicants most closely match the program goals and opportunities at the medical center. A rank list will be submitted to the Resident Matching Program

Acknowledgement of Residency Match:

Residents matched to the BIDMC Residency program will receive an acceptance letter acknowledging the match and delineating the general terms and conditions of the residency. Acknowledgment in writing by the resident will constitute acceptance of the match and agreement to fulfill the duties of the residency position for the upcoming year.
Pharmacy Licensure Requirements and Verification:
Participation in the BIDMC PGY1 Residency Program is contingent on securing and maintaining a license without restriction in the Commonwealth of Massachusetts (MA).

- If a PGY1 Resident is not licensed prior to the start of the BIDMC PGY1 Residency program, the residents must obtain a MA pharmacy intern license, which they will practice under, until they pass the required examinations and receive notification that they are licensed as a pharmacist in MA.
- Residents are expected to be licensed as a pharmacist with the MA Board of Pharmacy within 90 days of the start their residency program. Should a resident not attain licensure within the 90 days, consideration may be given to extend this deadline on a case by case basis if the resident is progressing in the program appropriately, has no documented corrective action/s, and can be licensed within the next 30 days.
- Residents will be dismissed from the program if they have not obtained licensure by the corresponding date (generally November 1st) that allows 2/3 of their residency program to be completed as a licensed pharmacist.
- The resident will communicate with the RPD the status of their progress in attaining licensure and confirmation of licensure once notified by the MA Board of Pharmacy.

BIDMC PGY1 Pharmacy Residency Program 2019-20
Obligations of the Program to the Resident

The PGY1 residency at BIDMC provides a 12-month advanced education and training experience for the Pharmacy Resident. It is the intent of the pharmacy residency program to provide an exemplary environment conducive to resident learning.

Program Competencies, Goals and Objectives for the BIDMC PGY1 program are in alignment with the ASHP PGY1 Residency required standards. Activities taught and evaluated throughout the program are intended to assure the desired outcomes are achieved through structured learning experiences.

Individualized Resident Plan

Flexibility has been built into the program to allow the resident to select learning experiences to meet their interests and to focus on identified areas for improvement. A customized residency plan will be designed and updated during the program for each resident based upon these criteria.

BIDMC PGY1 Pharmacy Residency Evaluations

An essential component of developing the skills of a resident and continuous improvement to the residency program is frequent two-way feedback between residents and preceptors. The goal of such discussion and interaction is to:
- Discuss the resident’s achievements in terms of learning objectives established for the rotation
- Provide feedback that may assist the resident with future rotations or practice
- Provide feedback to the preceptors for continuous improvement of preceptor skills, that may strengthen mentoring during future rotations
- Provide feedback to the coordinator, in order to improve the residency program, and coordinator skills.

The preceptors, program director, and residents will frequently provide feedback to one another during individual rotations, resident activities and in general throughout the residency program.

Specific program and rotation feedback may be given via different formats depending upon the learning experience. This will include both oral and written feedback and evaluation.
Evaluations will occur as described below:

1. **Resident Self-Evaluation:**
   Self-assessment and evaluation is an important component of the learning experience for the resident. For each rotation, the resident will complete pre-rotation goals in PharmAcademic prior to the start of the learning experience. It is the expectation that these goals will provide a focus for self-directed learning for the resident and will assist the preceptor in preparing an individualized plan for the resident. At the conclusion of the rotation/learning experience, the resident will complete a summative self-evaluation of their progress and attainment in meeting the goals and objectives of that rotation in PharmAcademic. Quarterly self-evaluations by the resident should be submitted to the Resident Advisor one week prior to the scheduled review date with the Advisor.

2. **Rotation Summative Evaluations:**
   At the end of each rotation, in addition to the resident’s summative self-evaluation of his/her performance during that rotation, residents will also complete a preceptor and learning experience summative evaluation in PharmAcademic. Rotation preceptors will utilize PharmAcademic to complete an independent criteria-based, summative assessment of the resident’s performance for each of the respective rotation-selected educational goals and objectives assigned to the learning experience. The resident and preceptor will meet to review and discuss these evaluations together.

3. **Criteria Based Assessments:**
   Rotation preceptors will provide periodic opportunities for the resident to practice and document criteria-based, formative self-evaluation of aspects of their routine performance and to document criteria-based, summative self-assessments (snap-shots) of achievement of the educational goals and objectives assigned to the learning experience. Feedback and evaluation of such selected activities will be conducted throughout the residency for both rotation and longitudinal activities. These will include but is not limited to:
   - Case Discussion (Primary preceptor during that experience)
   - Communication (Primary preceptor during that experience/Advisor/RPD)
   - Intervention Documentation (Primary preceptor during that experience/Advisor)
   - Problem solving (Primary preceptor during that experience/Advisor)
   - Researched DI Questions (Primary preceptor during that experience)
     - Journal Club (Primary preceptor during that experience/pharmacy staff/students)
     - Other project assignments (evaluation preceptor will be assigned)

4. **Quarterly Evaluations:**
   These are longitudinal evaluations providing written evaluation of the resident’s progress within the residency program. The quarterly evaluation will address progress towards the resident’s individual residency goals and objectives as well as the required and longitudinal activities of the program. The resident will complete a quarterly self-assessment and submit this to his/her Resident Advisor one week prior to the scheduled Quarterly Evaluation meeting time with the advisor. Following the review and discussion of the quarterly evaluation between the resident and his/her Advisor, a meeting with the RPD will be scheduled to discuss the resident’s overall progress and to complete the quarterly update of the resident’s customized plan.

5. **Residency Advisory Committee Assessments:**
   Immediate feedback on specific topics/issues is provided during each RAC meeting. Throughout the residency year, the resident will seek feedback on various assignments, presentations, drug information questions, project work and other activities. Assessment by committee members will be provided in a number of formats, each contributing to the progress of the resident in achieving his/her residency goals.
6. **Custom Evaluations:**
   Some residency experiences will be evaluated utilizing custom evaluations that are not in PharmAcademic. Resident’s should maintain a copy of each evaluation and these should be filed by the resident in his/her Residency Portfolio.

7. **Achieved for Residency:**
   Achieved for Residency (ACH-R) may only be designated by the program director based upon review and assessment of each individual resident's performance from summative evaluations. Typically, this will be considered when a resident has scored two or more scores of ≥4 for that objective. At least 75% of a resident's monthly or quarterly evaluations should be scored at 3-5 in order to successfully complete the residency program.

**Evaluation scale definitions to be utilized in the summative rotation and quarterly evaluations:**

- **5- Major Strength [Excellent]:** Resident consistently demonstrates high level of performance for evaluated skill, ability, initiative, or productivity. All associated assignments/responsibilities are completed above the level of expectation.

- **4- Solid Performance [Very Good]:** Resident demonstrates high level of performance for evaluated skill, ability, initiative, or productivity; exceeding requirements in some areas, but not consistently or not without exception. Resident is capable of independent performance the majority of the time with only minimal preceptor intervention.

- **3- Developing: [Satisfactory]** Resident displays an understanding of evaluated skill, ability, initiative, or productivity, however he/she requires additional work to develop and sustain an effective level of performance for the evaluated skill, ability, initiative, or productivity. Resident needs occasional preceptor intervention.

- **2- Needs Improvement:** Resident displays inconsistency in the performance of the evaluated skill, ability, initiative, or productivity review and performance frequently falls below acceptable levels. Frequent preceptor intervention is needed and development is required to meet expected performance level.

- **1- Unsatisfactory:** Resident's performance is consistently below expectations, and/or he/she has failed to make reasonable progress toward agreed upon expectations and goals. Significant improvement is needed in most aspects of their performance. (A plan to improve performance with specified timelines must be outlined and monitored for improvement.)
PGY1 Pharmacy Residency Preceptor Requirements

In alignment with accreditation and practice standards set forth by ASHP, the BIDMC PGY1 residency program is committed to provide residency training precepted by qualified pharmacists. Criteria regarding the required minimum qualifications of preceptors include:

- Preceptors must be licensed pharmacists, and:
  - Have completed an ASHP-accredited PGY1 residency followed by a minimum of one year of pharmacy practice experience; or,
  - Have completed an ASHP-accredited PGY1 residency followed by an ASHP-accredited PGY2 residency and a minimum of six months of pharmacy practice experience; or,
  - Without completion of an ASHP-accredited residency, have three or more years of pharmacy practice experience

- The ASHP Accreditation Standards outline the responsibilities of preceptors necessary for accreditation compliance, stating that preceptors serve as role models for learning experiences and they must:
  - Contribute to the success of residents and the program;
  - Provide learning experiences in accordance with the standards;
  - Participate actively in the residency program’s continuous quality improvement processes;
  - Demonstrate practice expertise, preceptor skills, and strive to continuously improve;
  - Adhere to residency program and department policies pertaining to residents and services; and,
  - Demonstrate commitment to advancing the residency program and pharmacy services

- In addition to aforementioned requirements, the following Preceptors’ Qualifications are essential prerequisites for ASHP Residency Preceptors. Preceptors must demonstrate the ability to precept residents’ learning experiences as described in the following areas:
  - Demonstrate the ability to precept residents’ learning experiences by use of clinical teaching roles (i.e., instructing, modeling, coaching, facilitating) at the level required by residents;
  - Demonstrate the ability to assess residents’ performance;
  - Demonstrate recognition in the area of pharmacy practice for which they serve as preceptors;
  - Maintain an established, active practice in the area for which they serve as preceptor;
  - Maintain a continuity of practice during the time of residents’ learning experiences; and,
  - Demonstrate ongoing professionalism, including a personal commitment to advancing the profession.

- To ensure ongoing reflection and personal profession development in meeting the requirements of a qualified preceptor, a Preceptor Self-Assessment tool has been developed and will be completed annually by each preceptor. The RPD will utilize this information, in addition to the rotation preceptor evaluations to determine individual and program needs for preceptor development.

- Select learning experiences in later stages of the residency, (when the primary role of the preceptor is to facilitate resident learning experiences), may be precepted by practitioners who are not pharmacists (e.g., physicians, physician assistants, and certified nurse practitioners.) In these instances, a pharmacist preceptor will work closely with the non-pharmacist preceptor to select the educational goals and objectives as well as participate actively in the criteria-based evaluation of the resident’s performance. Such learning experiences will be conducted only at a point in the residency when the RPD and preceptors agree that the resident is ready for independent practice. Evaluations conducted at the end of previous learning experiences will reflect such readiness to practice independently.
Preceptor and Program Development Plan

The Residency Program Director evaluates the qualifications of potential preceptors and re-evaluates current preceptors based on the ASHP Accreditation Standard for PGY1 Pharmacy Practice Residency Programs. In addition to the RPD evaluation, all residency preceptors and preceptors in training will complete an annual self-assessment survey to evaluate their practice and precepting skills. Based on these evaluations and self-assessments, the RPD will coordinate with the RAC to select and provide preceptors with opportunities to develop and enhance their precepting skills during the residency year.

Select Residency Advisory Committee Meetings, the Annual Preceptor Retreat and specific educational programs will be utilized to schedule preceptor development activities.

To complement the preceptor development programs and activities conducted at BIDMC, a wide number of Preceptor Development resources are available online and can be utilized by preceptors for their personal development. Examples include:

- Pharmacist Letter Preceptor Home: http://www.pharmacistsletter.com (on-line access through the schools of pharmacy)
- American Society of Health Systems Pharmacist (ASHP): www.ashp.org
- Precepting tools though the Colleges of Pharmacy (e.g. Preceptors for NEU and have e-value access and access to the Collaborative Education Institute)

To foster ongoing individual preceptor development, the RPD will review and provide feedback on the preceptor’s rotation summaries as well as the preceptor evaluations. Preceptors will be committed to self-reflection and will make active use of feedback provided to them so as to promote continual improvement of their rotations and precepting skills. Issues identified by the RPD in any of these evaluations will be addressed by the RPD with the persons involved. Action steps and corrective actions will be identified and implemented on an as needed basis.

At least annually, the RPD in collaboration with members of the Residency Advisory Committee will consider overall program changes based on evaluations, observations, and other information.

New Preceptors and Preceptors in Training

Clinical Pharmacists who wish to become preceptors should submit their intent for consideration to the Residency Program Director (RPD). Based upon their academic and professional record, the RPD will determine if they meet the ASHP standards for qualifications of a residency preceptor or if they will be considered a preceptor-in-training while attaining the required qualifications. Preceptors-in-training will be assigned a mentor who is a qualified preceptor; and, will have a documented preceptor development plan to meet the qualifications for becoming a residency preceptor within two years. The preceptor candidate will maintain and submit all of the following records for consideration:

- Completed annual preceptor-self assessment form
- Review of the current residency program manual
- Review of the PharmAcademic preceptor training slides
- RAC meeting attendance record
- Preceptor development continuing education training program/s
- Co-preceptorship activities
Professional Practice:

**Professional Conduct:**
It is the responsibility and expectation of all Residents participating in the BIDMC Residency to maintain the highest degree of professional conduct at all times. The resident will display an attitude of professionalism in all aspects of his/her daily practice.

**Professional Dress:**
All residents are expected to dress in an appropriate professional manner whenever they are within the Medical Center or participating in or attending any function as a representative of the BIDMC or MCPHS University. A detailed policy is found in the BIDMC Department of Pharmacy Policies and Procedures. It is the expectation that the resident will wear a clean, pressed white lab coat at all times in patient care areas.

**Employee Badges:**
BIDMC requires all personnel (including residents) to wear his/her badge at all times when they are within the medical center. Badges will be obtained from the BIDMC Security office during Orientation. If the employee badge is lost the resident must report the loss immediately to Security, and render a fee for replacement.

**Communication:**
The resident is responsible for promoting good communication between the pharmacists, patients, physicians, and other health care professionals. The resident shall abide by the BIDMC hospital policies regarding the use of hospital and cellular phone within the hospital and in patient care areas.

Constructive criticism is a means of learning and is not meant to embarrass. Any conflicts which may arise between the candidate and preceptor should first be handled by discussing it with one another. If resolution is not achieved, then discussing the situation with the Residency Program Director is the next appropriate step to achieve resolution.

**Patient Confidentiality:**
Patient confidentiality will be strictly maintained by all residents. Time for completion of HIPPA training will be scheduled during pharmacy practice training. It is the expectation that residents will not discuss patient-specific information with other patients, family members or other person not directly involved in the care of the patient. Similarly, residents will not discuss patients in front of other patients or in areas where people may overhear. Residents will not leave confidential documents (profiles, charts, prescriptions, etc.) in public places. Residents should understand that inappropriate conduct (e.g., breach of confidentiality) may result in disciplinary action.

**Attendance:**
Residents are expected to attend all functions as required by the Residency Advisory Committee, the Residency Program Director and rotation preceptors. The residents are solely responsible for meeting the obligations of their assigned service commitments (staffing). Specific hours of attendance will be delineated by each preceptor in accordance to the individual rotation requirements.
Duty Hour policies:
Standards have been established by the Accreditation Standard for Pharmacy Residencies regarding the time residents spend performing patient care duties and other activities related to their program. (http://www.ashp.org/DocLibrary/Accreditation/RegulationsStandards/DutyHours.aspx)
It is recognized that providing residents with a sound didactic and clinical education must be carefully planned and balanced with concerns for patient safety and resident well-being.

The BIDMC Residency Program is structured so that the learning objectives of the program are not compromised by excessive reliance on residents to fulfill service obligations and that didactic and clinical education have priority in the allotment of residents’ time and energy.

Duty hours are defined as all scheduled clinical and academic activities related to the pharmacy residency program. This includes inpatient and outpatient care, in-house call, administrative duties, scheduled and assigned activities, such as conferences, committee meetings, and health fairs that are required to meet the goals and objectives of the residency program. Duty hours must be addressed by a well-documented, structured process. Duty hours do not include: reading, studying, and academic preparation time for presentations, journal clubs; or travel time to and from conferences; and hours that are not scheduled by the residency program director or preceptor.

- Duty hours must be limited to 80 hours per week, averaged over a four-week period, inclusive of all in-house call activities and all moonlighting.
- Mandatory time free of duty: residents must have a minimum of one day in seven days free of duty (when averaged over four weeks). At-home call cannot be assigned on these free days.
- Residents should have 10 hours free of duty between scheduled duties, and must have at a minimum 8 hours between scheduled duty periods.
- Continuous duty periods of residents should not exceed 16 hours. The maximum allowable duty assignment must not exceed 24 hours even with built in strategic napping or other strategies to reduce fatigue and sleep deprivation, with an additional period of up to two hours permitted for transitions of care or educational activities.

External Employment Policy (Moonlighting)
Successful completion of the residency program leading to certification is a function of the successful completion of all the program's requirements, which determine the primary schedule of the resident. It must be understood that the responsibilities of the resident may not correspond to a consistent day to day schedule and at times, extra hours of coverage may be necessary to complete residency requirements. Patient-care rotations, teaching, and service requirements take precedence over scheduling for external employment and thus, the residency program is considered the primary priority of each resident.

- External employment, if desired, may not interfere with the resident’s responsibilities or requirements. All additional shifts to be picked up by the resident require approval by the current rotation preceptor as well as the Residency Director.

- There is a provision regarding employment at BIDMC to work as a pharmacist should additional staffing hours be available.

- Working additional hours for BIDMC is considered outside employment and as specified, must not interfere with the activities of the residency program, nor conflict with the Duty Hours Policy.
Resident Disciplinary Action:
Residents are expected to conduct themselves in a professional manner at all times and to follow all relevant departmental and hospital policies and procedures.

Disciplinary action will be initiated if a resident:
- Does not follow policies and procedures of the BIDMC Department of Pharmacy Services, or Residency Program
- Does not present him/herself in a professional manner
- Does not make satisfactory progress on any of the residency goals or objectives
- Does not make adequate progress towards the completion of residency requirements (e.g. residency project, rotation requirements, longitudinal activities, service requirements, etc.)

Disciplinary Action Policy and Procedure:
Disciplinary Actions within the BIDMC Pharmacy Residency Program will align with the BIDMC Corrective Action Policy and the BIDMC GME Policy for Remediation and Discipline.

In the event of the identification of need for disciplinary action of a resident or if a resident fails to make satisfactory advancement in any aspect of the residency program, the following action steps shall be taken:

1. The resident will meet with the RPD and/or involved preceptor to discuss the identified issue/s. If the RPD is not involved in the initial discussion, he/she will be notified of the meeting and of the events that transpired. Action steps that will follow include: In conjunction with the resident, an appropriate solution to rectify the behavior, deficiency or action will be determined. This constitutes a first warning. A corrective action plan and specific goals for monitoring progress will be determined and outlined. These suggestions will be documented in the resident’s personnel file by the RPD. Corrective actions will be in progress before the next scheduled quarterly evaluation.

2. Should another event or deficiency occur, the Resident will meet with the RPD and/or involved preceptor to discuss the identified issue/s. If the RPD is not involved in the initial discussion, he/she will be notified of the meeting and of the events that transpired. Action steps that will follow include: In conjunction with the resident, an appropriate solution to rectify the behavior, deficiency or action will be determined. A corrective action plan and specific goals for monitoring progress must be determined and outlined. These suggestions will be documented in the resident’s personnel file by the RPD. Corrective actions will be in progress before the next scheduled quarterly evaluation.

3. The resident will be given a second warning if the resident has not improved within the determined time period set forth by the RPD.

4. If the preceptor/RPD determines that the resident may not complete the residency program in the designated time frame, a plan to adequately complete the requirements shall be presented and reviewed with the resident. No action shall be taken against the resident until the Chief of Pharmacy reviews the report and recommendations concerning any final action to be taken. If the Chief of Pharmacy feels that the action recommended by the Preceptor / RPD is appropriate, the action will be implemented. Action may include remedial work or termination.

5. When and if dismissal is recommended by the Residency Program Director, the Chief of Pharmacy will have a meeting with the resident and RPD to discuss the final decision.
6. Failure to attain licensure is grounds for dismissal from the residency program. Residents should contact the Residency Program Director should any issue arise with licensure. Failure to achieve licensure in the State of Massachusetts within 90 days of residency will result in resident dismissal.

Beth Israel Deaconess Medical Center
PGY1 Pharmacy Residency Program 2019-20

Completion of Program Requirements:

Upon successful completion of all requirements of the residency program, the resident will be awarded a certificate of completion. This certificate will attest that the resident has achieved competencies consistent with and in accordance with accreditation standards as set forth by ASHP and/or other accrediting bodies.

Prior to certification of completion, residents must have all major program requirements "signed off" by their residency director. Return of identification badge, pagers, keys, etc. will also be required prior to receiving the certificate.
Salary/Paid Time off (PTO):

- The 2019-20 residents will receive a stipend of $49,000.00, with accrued PTO.
- Residents earn approximately 30 PTO days during their 12-month program, which are used for:
  - Holidays, Sick Time, Vacation Days, Seminars, Interviews and Personal Days.
  - Residents are permitted to take up to 10 days as vacation during the residency year. No more than 5 days of vacation may be taken during any 1 learning experiences.
  - Residents will use PTO days for all holidays. These include, July 4th, Labor Day, Thanksgiving, Christmas, New Year’s Day, and Memorial Day.
  - Any PTO not taken at the end of the year from #1, #2, or as sick days will be cashed out to the resident upon completion of the program.

Benefits:

- Health Insurance: comprehensive medical, dental and eye coverage
- Public transportation and parking discounts
- Reimbursement for one major national meeting (ASHP Midyear) and for the Eastern States Residency Conference
- Additional benefits (provided and optional) are detailed in the *BIDMC Employee Benefits Handbook* provided by the BIDMC Human Resource Department

Vacation/Personal Days:

- Scheduled paid time off for vacation and personal days will be used from the resident’s earned PTO bank in accordance with the *BIDMC Employee Benefits Policy*
- Vacation and personal days must be planned and scheduled in advance with consideration of rotation obligations, staffing and other residency responsibilities.
- Time-off requests must be received in writing at least two weeks prior to the scheduled time off.
- All requests for time-off, vacation and schedule changes should be directed to and approved by the pharmacy supervisor responsible for scheduling, the preceptor for the rotation during which the time off will occur, and the residency program director.
- Approval for vacation and time off will follow departmental policy and procedures.
- Attendance at the ASHP Midyear and the Eastern States Conference are considered Professional Absences and do not affect PTO.

Sick Days/Extended Medical Leave/Personal Leave:

- Sick days must be reported to the Pharmacy Administrator on call (92429) as early as possible as outlined in the Department of Pharmacy Policy and Procedures. In addition, the resident should also notify the current rotation preceptor and Residency Program Director as early as possible of their absence.
- It is the responsibility of the resident to coordinate and make up any missed work associated with their absence during a rotation. The resident should coordinate this with the preceptor for that rotation.
- If an employee is absent for three consecutive work shifts (days of residency) without notifying her/his supervisor, s/he will be considered to have resigned without notice.
- Illnesses longer than 5 days will follow the Department of Pharmacy Policy: “Employee Dependability (Attendance and Tardiness) Expectation.” If an employee is absent for five consecutive shifts and
has notified her/his supervisor, s/he must report to Employee/Occupational Health Services for evaluation and clearance prior to returning to work.

- Residents are not eligible for FMLA
- In the event of a serious medical or personal condition requiring extended leave, communication with the RPD and Human Resources should be initiated as soon as possible to ensure that the resident is aware of their benefit status and he/she can determine what actions, if any, are available for continued benefits. BIDMC Policies regarding extended illness, “Employee Paid Time Off (PM-03)” , and “Employee Leaves of Absence (PM-11)” are located in the Residency Program Manual appendices as well as on the portal within the BIDMC Policy Manual.

- Whereas the residency program is designed to be completed in a 12 month period, an extended leave may impact the resident’s ability to successfully complete the requirements of the program during this 12 month period. Every effort will be made to work with the resident to develop a plan to accomplish making up missed days, however this may not be possible. In situations where an extended leave of absence (greater than 4 weeks) necessitates an extension beyond the 12 months of the residency in order to complete the residency requirements, the resident may petition the RPD and DOP for an extension of their residency end date. All decisions related to extensions will be made on a case-by-case basis and cannot be guaranteed. (GME Policy for Extension of Training (GME-04))

- The resident may receive a stipend during an approved extension of training subject to the availability of funding, however this funding cannot be guaranteed. In the event a stipend is paid, it will be at the pay rate the resident received during their residency year. (GME Policy for Extension of Training (GME-04))

- If the resident is unable to complete the formulated plan and fulfill the requirements of the program, they will not be awarded a certificate of completion.
The Department of Pharmacy at BIDMC employs approximately 164 FTEs including: The Pharmacy Administrative Team (Directors, Managers, Supervisors), Clinical Pharmacy Specialists, Clinical Pharmacists, Pharmacy Residents, Technicians, Students, and other support personnel who provide comprehensive pharmacy services to patients and other healthcare professionals.

The Pharmacy Department provides 24-hour drug distribution services from central pharmacy areas on each campus and from automated dispensing cabinets throughout the medical center. The department utilizes state of the art equipment and technology in the preparation and dispensing of a broad scope of pharmaceutical products. The dispensing process is supported by the use of Omnicell automated dispensing cabinets and Omnicell Carousel Inventory management.

In-patient pharmacy services at BIDMC are provided by decentralized clinical pharmacists in a team based practice model. Within this model, pharmacists collaborate with the Clinical Care teams in assigned patient care areas and are responsible for the pharmaceutical care and medication management of the patients on those units. The pharmacy's computer system interfaces with the hospital's Provider Order Entry computer program, allowing the pharmacists to access patient information throughout the medical center. Clinical pharmacists screen medication orders for potential problems with dosing, drug allergies, drug interactions, and other drug-related problems and inform prescribers of potential problems and possible drug therapy modification. In addition to medication order processing, pharmacists are actively involved in providing drug information, performing pharmacokinetic evaluation and dosing for select medications, reviewing medications for renal dose adjustment, reviewing pertinent laboratory information and assessing the impact on the patient's medication profile, and monitoring target medications. This spectrum of care includes provision of services to adult and geriatric patient populations as well as premature and full term infants. In addition to the team-based pharmacy practice, the pharmacy staffs and operates several specialty areas including: antibiotic stewardship; investigational drug services; ambulatory infusion drug services; parenteral nutrition/metabolic support, oncology infusion clinic services, and operating room service oversight. In addition to in-patient pharmacy services, pharmacy services are provided in many of our hospital owned ambulatory clinics.

Medication reliability and safety are integral to the provision of optimal pharmaceutical care and the pharmacy continually reviews medication incident reports, adverse drug events and medication errors to identify potential areas for improvement of systems. Active involvement in multidisciplinary quality assurance programs, assist the pharmacy in evaluating the specific needs of its patients.

The Department of Pharmacy works with the Pharmacy and Therapeutics (P&T) committee to review medications for formulary status, to perform and review medication use evaluations, to develop medication use policies, and to contribute to clinical resource management activities of the medical center. The P&T Committee provides an interdisciplinary forum that facilitates consistent communication between the members of the Department of Pharmacy and physicians, nurses, and other allied health professionals.

In addition to the provision of inpatient and outpatient pharmaceutical services, the pharmacy also serves as an Advanced Pharmacy Practice Experience and Cooperative Education site for pharmacy students from both MCPHS University and Northeastern University College of Pharmacy.

**Mission Statement**

To work collaboratively with all members of the Medical Center’s healthcare team to promote safe, effective and fiscally responsible pharmacotherapy

**Operating Principles**

- To always realize that the patient is at the center of all that we do
- To provide pharmaceutical care responsibly, professionally, and with the utmost compassion
- To foster fail-safe medication use through education, research and scholarly activities
- To increase awareness among all members of the healthcare team and among administrators, about the valuable role the pharmacist plays in delivering patient care
- To foster a work environment conducive to the delivery of optimal pharmaceutical care across the continuum of services provided at the Medical Center
- To foster an environment conducive to individual professional development and advancement
- To foster an environment conducive to the education and training of pharmacy students and residents
Residents rotate assignments throughout the year and, to the extent possible, areas of assignment are designed around the resident's interests. In all areas to which the residents are assigned, they assume the role and responsibility of team members in the clinical service, as well as teaching and administrative aspects of the unit.

**Infectious Diseases (5 weeks)**

*Preceptor/s:*  
Ryan Chapin, PharmD,  
Nicholas Mercuro, PharmD  
BIDMC Clinical Specialists, Infectious Diseases/Antibiotic Stewardship

**Rotation description:** The Infectious Diseases (ID) rotation is a required, five week learning experience. BIDMC has 673 licensed beds, located on two campuses. There are two ID teaching teams: one focusing on the immunocompromised patient and the other on the immunocompetent patient. Each team includes an attending physician and 2 ID fellows. Additional team members may include medical interns, medical residents, medical students, pharmacists and/or pharmacy students. The ID consult service sees a wide variety of patients from many different backgrounds (medical service, critical care, oncology, HIV, etc.).

The resident works with the ID consult team at daily rounds, maintaining a responsibility to optimize anti-infective therapy for the consult patients. This includes dosing recommendations based on organ function, avoidance or mitigation of adverse reactions, and daily monitoring of anti-infective therapies, including performing kinetics consultations. While on rotation, the resident will also participate in the P&T Antimicrobial Subcommittee as well as in current medication use evaluations and other research activities within the Pharmacy and ID Departments.

**Internal Medicine (5 weeks)**

*Preceptors:*  
Alexa Carlson, PharmD, BCPS  
Assistant Clinical Professor, Department of Pharmacy Practice  
Northeastern University, Bouvé College of Pharmacy and Allied Health Sciences  
Kristen Knoph, PharmD, BCPS  
BIDMC Clinical Pharmacist

**Rotation description:** Internal Medicine (IM) is a required, five week learning experience. The goal of the IM rotation is for residents to develop skills and competencies in the provision of pharmaceutical care for a diverse population of IM patients, enabling them to effectively participate in therapeutic decision making, drug therapy selection, monitoring of acutely ill patients and discharge counseling. Typically pharmacy residents will round on one of 4 internal medicine teaching teams: Robinson A, Robinson B, Kurland A, or Kurland B. Each of the teaching teams includes an attending physician, a PGY2 or PGY3 medical resident, 2 PGY1 medical interns, and medical students (MSIII or MSIV). Other disciplines on the team include the clinical pharmacy specialist or clinical pharmacist, and pharmacy students.

The clinical pharmacy specialist, and in turn the pharmacy resident on the team is responsible for ensuring safe and effective medication use for all patients. This involves active participation in daily rounds and collaboration with other pharmacy, nursing, and physician personnel as appropriate.
The pharmacy resident is responsible for identifying and resolving medication therapy issues for all patients on their team. These problems include drug dosing, drug allergy issues, drug-drug and drug-disease state interactions, adverse drug reactions, drug monitoring, route of administration, and cost-effectiveness issues. The pharmacy resident should assume an active role in assisting the team with medication reconciliation issues, including obtaining accurate home medication lists, and providing patient counseling at the time of discharge.

Strong communication and interpersonal skills, as well as time management skills are necessary to succeed during this rotation experience. Residents will have opportunities to further refine these abilities and further develop their clinical knowledge, ability to provide patient care, develop a working relationship with an interprofessional health care team, identify and interpret health literature, and educate patient and providers while on this rotation.

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**Medical Intensive Care (MICU) (5 weeks)**

**Preceptors:**
- Mary Eche, PharmD, BCPS, BCCCP, CACP
  Clinical Pharmacy Manager - Critical Care/ED
- Pansy Elsamadisi, PharmD, BCPS, BCCCP
  BIDMC Clinical Pharmacist
- Adrian Wong, PharmD, MPH, BCPS, BCCCP
  Assistant Professor, Pharmacy Practice, MCPHS University

**Rotation description:** The Medical Intensive Care Unit (MICU) rotation is a required, 5 week learning experience at Beth Israel Deaconess Medical Center. The MICU typically has a service of up to 8 patients, but this may increase based on the specific location (East Campus versus West Campus) and service (MICU orange versus green). Each MICU team consists of an attending pulmonary/critical care physician, pulmonary/critical care fellow, 2-3 senior medical residents, and 2-3 medical interns. Additionally, rounds are attended by the critical care nurses and respiratory therapy/physical therapy as needed.

The medical intensive care unit (MICU) rotation allows the pharmacy resident to gain experience in caring for the critically ill patient with a focus on pulmonary or GI/liver disease. The resident will attend daily rounds and be involved with medication management with the MICU team. Responsibilities will include proactively assessing and monitoring all aspects of care of the critically ill patient with various end-organ failures (e.g. lung, kidney, liver etc.). The resident will participate in drug monitoring, renal dosing, individualized pharmacokinetics assessment, and patient interaction/education as needed. Along with these clinical requirements, the resident will be responsible for various topic discussions relating to critical care or respiratory or systemic end-organ disease, such as acute respiratory distress, acute/chronic/end-stage organ failure, fluid/nutrition/electrolyte imbalance, acid-base disorders, mechanical ventilation, sepsis and hemodynamic imbalance, sedation/analgesia, use of neuromuscular blocking agents, liver failure, GI bleeding and toxic ingestion or drug overdose.

The decentralized clinical pharmacist on the team is responsible for ensuring safe and effective medication use for all patients admitted to the team, including active participation in work and attending rounds daily, education of physicians and nurses, and education of pharmacy trainees, participation on organizational, pharmacy department and nursing unit-based medication policy and continuous quality improvement committees. When a pharmacy resident is on service, they will assume the roles of the decentralized clinical pharmacist, under the supervision of the critical care clinical coordinator. Both the decentralized pharmacist and clinical coordinator are available to the resident for any questions or assistance as needed. By week 3 of the rotation experience, the resident will also be asked to process all medication orders for the MICU team on which they are rounding as well as complete all departmental drug monitoring requirements (Vancomycin and anticoagulation).
Oncology (5 weeks)

Preceptors:
Stefanie Clark, PharmD, BCOP
Caroline M. Mejias-De Jesus, PharmD, BCOP

Rotation Description: The Oncology rotation is a core rotation for PGY1 pharmacy residents intended to provide exposure to patients admitted to the oncology service due to complications from anti-cancer treatment, disease progression, to receive chemotherapy, and for end of life care/transition to hospice. The medical oncology service includes patients with solid tumors; primarily lung, breast, gynecologic, esophageal, head & neck, bladder, sarcomas, and pancreatic malignancies. Clinical pharmacy services are comprehensive with a focus on pharmacokinetics, pain/nausea/other symptom management, nutrition services, discharge counseling, and chemotherapy counseling. The resident is responsible for pre-rounding on his or her assigned patients as well as rounding with his or her inpatient team. The resident should work towards independent medication management of the inpatient team and is responsible for: identifying and resolving medication therapy issues; providing drug information to the rounding team members; participating in discharge; planning and patient education; assisting the team with chemotherapy planning.

Solid Organ Transplant (SOT) (5 weeks)

Preceptor: Katelyn Richards, PharmD, BCPS
Kaitlyn Zheng, PharmD
BIDMC Clinical Coordinator, Solid Organ Transplant

Rotation Description: The solid organ transplant rotation will allow the resident to gain experience in management of kidney, liver and pancreas transplant recipients. The resident will make daily rounds with both the liver and kidney transplant teams and will assist in the management of immunosuppressive medications as well as infectious disease and other medical issues in the transplant patient. The resident will also have an opportunity to be involved with the outpatient transplant clinic if desired. As part of the transplant team the resident will participate in intake meetings where the resident will be exposed to the evaluation process that takes place prior to listing a patient for transplant. In addition to clinical roles the resident will also be responsible for providing discharge counseling to all new transplant recipients.

Teaching Rotation-Required (6 weeks)

Preceptor: Snehal Bhatt, PharmD, BCPS
Associate Professor, Pharmacy Practice, MCPHS University

Rotation description: BIDMC is one of the Advanced Pharmacy Practice Experience (APEP) sites for 6th year PharmD students from MCPHS. The resident will be involved in providing experiential education to the clerkship students, including teaching and student assessment as it relates to providing pharmaceutical care. One of the main goals of the rotation is for each resident to effectively develop essential teaching skills utilizing his/her own experience and guidance from the teaching rotation preceptor. The rotation will allow the resident to use a variety of learning activities that meet MCPHS objectives for the in-patient APEP rotation. The resident will design a syllabus incorporating those learning activities and formulate site-specific goals and objectives for student-centered activities. During the rotation the resident will guide students in developing professional skills required for in-patient pharmacy activities and assess student performance in accordance with the MCPHS PharmD experiential program guidelines.
**Core Electives: (4 weeks)**

- Advanced Medical Intensive Care
  Preceptor: Pansy Elsamadisi, PharmD, BCPS, BCCCP; Adrian Wong, PharmD, MPH, BCPS, BCCCP and others
- Bone Marrow Transplant
  Preceptor: Caroline M. Mejias-De Jesus, PharmD, BCOP; Stefanie Clark, PharmD, BCOP
- Cardiology
  Preceptor: Snehal Bhatt, PharmD, BCPS
- Cardiac Intensive Care Unit Rotation
  Preceptor: George Abdallah, PharmD, BCCCP
- Disease Specific Ambulatory Clinics
  Preceptor: Disease State Specialist
- Hepatology
  Preceptor: Katelyn Richards, PharmD, BCPS
- Infectious Diseases: Antibiotic Stewardship
  Preceptors: Ryan Chapin, PharmD
- Infectious Diseases Ambulatory Clinic
  Preceptor: Monica Mahoney, PharmD, BCPS AQ-ID
- Medication Safety
  Preceptor: May Adra, PharmD, BCPS
- Neuro/Surgical Intensive Care
  Preceptor: Natalya Asipenko, PharmD, BCPS
- Surgical Intensive Care
  Preceptor: Holly Reed, PharmD
- Trauma Intensive Care
  Preceptor: Sandra Rumyantsev, PharmD, BCCCP
- Other Critical Care Units
  TBD

**Additional Required Longitudinal Experiences:**
*Management, Drug Information, Research and Teaching Experiences:*

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<th>Activity</th>
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| P & T Committee (3 months)                    | Katherine Cunningham, PharmD | ▪ Take minutes at meetings and summarize  
                                                                  ▪ Develop and present a drug monograph/ guideline for formulary consideration  
                                                                  ▪ Develop and complete a MUE  
                                                                  ▪ Contribute to hospital drug information communications |
| Medication Safety (3 months)                  | May Adra, PharmD            | ▪ Attend meetings, take minutes, summarize  
                                                                  ▪ Work with Safety coordinator on related activities (ISMP Quarterly Action review, Quarterly Medication Event Report) |
| CE Presentation                               | Assigned based on topic     | ▪ Residents will prepare and deliver a 1 hour CE program for the staff                           |
| Resident Report (weekly)                       | Residency Advisory Committee members | ▪ Develop oral and written skills through a variety of clinical skills activities                   |
| Research Project                              | Residency Advisory Committee members | ▪ Design and execute an original pharmacy related research project and present findings at Eastern States Residency Conference |
| Drug Information (# Questions TBD)            | Residency Advisory Committee members | ▪ Research, write and disseminate drug information responses to question (may be assigned from clinical rotations/ staffing/ other.) |
| Leadership                                    | Katherine Cunningham, PharmD | ▪ Residents will gain exposure and insight to management and leadership activities through a number of scheduled meetings and topic discussions. Residents will coordinate various activities during their Leadership Block including, but not limited to: RAC meeting agenda and minutes; resident travel; and others as needed. |
| MCPHS University Therapeutics Seminar Facilitator | Assigned annually          | ▪ The resident will serve as an instructor in PPB 551, Pharmacotherapeutics Seminar, during the fall and spring semester. The course requires the resident to be at the University for three hours per week. The goal of this longitudinal experience is for the resident to gain experience in problem based learning techniques and small classroom facilitation. The resident will facilitate a weekly case based discussion with fifth year PharmD students to assist in the students’ development of professional problem solving skills. During each class, the resident will be expected to encourage an open forum for discussion to help enhance the students’ ability to communicate and to develop case-based critical thinking skills. |
| MCPHS University Teaching Certificate Program | Snehal Bhatt, PharmD        | ▪ The RTCP provides residents with a foundation of core educational principles presented in live and online didactic modules. Mentored by an academic faculty preceptor, the resident will also gain practical teaching experience in a variety of educational settings (large/small classroom, clerkship, laboratory, or seminar). Residents will also develop, with the assistance of their faculty mentor, a formative teaching portfolio that will document their progress and enhance the learning experience. |
Overview:
Each resident is responsible for the completion of a residency project. The project may be in the form of original research, a problem-solving exercise, or the development, enhancement or evaluation of some aspect of pharmacy operations or patient care services. Each resident will be provided time during the management activities scheduled between rotations to work on his or her project. Completed residency projects will be presented at the Eastern States Residency Conference in May of the residency year. A final manuscript must be submitted for all residency projects. The primary preceptor is responsible for approval of the final version of the manuscript in a form suitable for submission to a peer-reviewed journal for publication.

Project selection / Scope of projects/ Approval:
A list of potential projects will be generated by the Residency Advisory Committee and distributed to the residents for consideration. It is the aim of the committee to provide the resident with a number of research topics related to: current activities and/or clinical practice issues at the medical center, current issues in pharmaceutical care, medication safety, pharmacy services and/or other areas of interest of the sponsoring committee members. In addition to projects submitted by RAC members, projects may be submitted by any College of Pharmacy faculty member, BIDMC pharmacy administrator, pharmacy staff personnel and/or others as appropriate. Alternately, the resident may independently select a project and submit this to the RAC committee for approval.

The Residency Advisory Committee will approve the final list of potential projects before it is distributed to the residents.

Project Advisor/s:
Project advisor/s function as project mentors and co-principal investigators. They will work directly with the resident to oversee the initiation, development, and completion of the research project. The advisor will collaborate on the research project itself and serve as a resource for the resident, as they would with any other research undertaking. It is expected that the advisor will participate in all committee meetings, provide periodic feedback to the resident and committee, critically review the all data collection and presentations, and perform any other functions of a collaborator.
General Project Timeline:

Project management is a significant component of the Residency Project. The following timeline will serve as a general template for the resident to prepare his/her own individual timeline and project deadlines.

**July 1st - August 15th:** The resident, in conjunction with his/her Residency Program Director / Coordinator, and/or potential project preceptor(s), will identify a residency project. A written summary of the project’s goals, methods, and anticipated impact on services signed by the project preceptor must be submitted to his/her residency director no later than August 15th. (See attached form). Earlier submission is encouraged. If residents have not completed CITI training prior to this residency, they should complete the required CITI training modules so as to be able to complete and submit the project IRB forms.

**August 15th - September 1st:** The resident, in collaboration with the project advisor, will develop the study design and methods and present to the RAC for review and comments.

**September 1st - October 1st:** The resident is responsible for developing a personal project timeline to be reviewed and submitted to the project advisor and/or the Residency Director by: September 15th. The project timeline will include specific time points for data collection, data analysis and presentation preparation.

Additionally, during this time period, the resident will prepare an abstract, pertinent to the study, for application to the ASHP Midyear Residency Poster Session (refer to the ASHP website for specific deadline.) All abstracts must be submitted to the project coordinator and/or RAC for review at least 2 weeks prior to the final ASHP deadline.

**October 1st - March 15th:** The resident will submit an application to the BIDMC IRB for review and approval of their project. Pending approval, the resident will commence/continue working on their project; or should a project be denied, the resident will work with the project coordination and Residency Director to make the appropriate changes to attain approval or if necessary, select an alternate project.

The resident will work within his/her individual timeline to complete data collection, data analysis, and final project summaries. Status reports from the resident and the project preceptor should be completed and presented to the Residency Director and RAC Committee as part of the quarterly evaluation.

**March 15th – April 15th:** In preparation for the Eastern States Conference presentation, the resident will present a study synopsis with project results to the RAC for review. Prior to the Eastern States, the resident will present, in full, at least one oral presentation of their project to the RAC for final review and approval. During this time, consideration should be given to presenting study results to the BIDMC division/clinical area which may be most closely involved in the study or impacted by the study results. Completed projects will be presented to the BIDMC Pharmacy and Therapeutics Committee.

**May 15th - June 15th:** A manuscript suitable for publication must be completed for all residency projects. The project advisor will collaborate with the resident to determine the manuscript style based upon the project and the journal where it would be considered for publication. It is expected that manuscripts should be “in progress” throughout the entire project development period. The initial manuscript draft should be submitted to the Project Advisor by May 15th and the final manuscript submitted by June 15th.

**Project Completion:**

The project will be considered complete when the stated requirements have been met. A residency certificate will not be awarded until the project is completed.
PGY1 Resident Research Project Approval Template

Project Title:

Resident:

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<tr>
<th>Project Team Members: Name</th>
<th>Title/Position</th>
<th>Role/(s)</th>
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<td>Project Advisor</td>
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Roles that team members may fulfill include but are not limited to: oversee data collection, oversee data analysis, subject matter expert who provides recommendations on the direction/design of research project, assistance with manuscript writing.

I. Project objective(s) including primary and secondary endpoints, if applicable:
   - Objective:
   - Primary research question:
   - Primary outcome:
   - Secondary outcome(s):

II. Background and significance: (Describe the background of the study, include a critical evaluation of existing knowledge, identify gaps in knowledge that this project is anticipated to fill)

III. Methods:
   - Study Design:
   - Time period:
   - Subjects:
     - Inclusion Criteria: (e.g. age, time period, disease state, medication, etc.)
     - Exclusion Criteria: (provide details)
     - Estimated number of subjects: (as appropriate include statistical or other reason for desired/estimated number of patients to include) How will a list of subjects be identified and generated from departmental, One
     - How will a list of subjects be identified and generated from departmental, or other databases?

IV. Data to be collected:
   Planned analysis of data: (include specifics on how the primary and secondary outcomes will be evaluated)

V. Impact:
   What is the anticipated impact that this study will have on the pharmacy department, pharmacy practice and/or other area? (please explain, e.g. Improving patient outcomes; Enhance medication safety; Cost avoidance; Documentation of pharmacy services, etc.)

References:

Signatures:
Resident: ___________________________ Date: ______________
Project Preceptor: ______________________ Date: ______________
Residency Program Director: ______________________ Date: ______________
Beth Israel Deaconess Medical Center
Current and Past Resident Research Projects

- Bone Marrow suppression with trimethoprim-sulfamethoxazole (TMP/SMX) versus alternatives for Pneumocystis jiroveci pneumonia (PJP) prophylaxis in patients with hematologic malignancies. Dema Al-molaiki, PharmD, 2019-20
- Evaluating institutional concordance with evidence-based recommendations for the treatment of Staphylococcus aureus bloodstream infection. Katherine Lee, PharmD, 2091-20
- Safety of Accelerated Daratumumab Administration at a Large Academic Medical Center. Ashka Patel, PharmD, 2019-20
- A retrospective comparison of the effectiveness and safety of intravenous olanzapine versus intravenous haloperidol for agitation in the intensive care unit. Michelle Wang, 2019-20
- Evaluation of oral fluconazole in the management of candidemia infections. Weston Malek, PharmD, 2018-19
- Anti-Factor Xa monitoring of unfractionated heparin in patients on ECMO. Afrah Alkazemi, PharmD, 2018-19
- The Safety and efficacy of sodium gluconate complex in heart failure patients. Kathryn Owen, PharmD, 2018-19
- Identifying clinical characteristics and molecular markers associated with cancer therapy-induced cardiotoxicity. Sarah Warack, 2018-19
- Utility of Bronchoalveolar lavage (BAL) versus nares Methicillin-resistant Staphylococcus aureus (MRSA) culture screen for predicting MRSA pneumonia. Bayan Alnamnakani, PharmD, 2017-18
- OPAT or no-PAT? Evaluation of outpatient parenteral antimicrobial therapy (OPAT) patients receiving daptomycin or ertapenem for “convenience”. Rachel Britt, PharmD, 2017-18
- Impact of hyperparathyroidism management on cardiac and allograft specific outcomes in renal transplant recipients. Joshua Etheridge, PharmD 2017-18
- Effectiveness of structured inpatient antimicrobial stewardship follow-up on asymptomatic bacteriuria. Stefanie Stramel, PharmD 2017-18
- Fosaprepitant for the Prevention of Chemotherapy-Induced Nausea and Vomiting in Allogeneic and Autologous Hematopoietic Stem Cell Transplant Patients. Nora Alkhudair, PharmD, 2016-17
- Impact of a steroid free immunosuppressive regimen on patient and graft outcomes in pancreas transplant recipients. Mariesa Cote, 2016-17
- Utility of traditional severity markers in Clostridium difficile infections in solid organ transplant patients. Tiffany Lee, PharmD, 2016-17
- Clinical Outcomes of Daptomycin Therapy Based on a Dosing Body Weight Calculation Versus Total Body Weight. Doaa Aljefri, PharmD, 2015-16
- Evaluation of clinical and safety outcomes in critical care are patients treated with a phenobarbital based alcohol withdrawal protocol. George Abdallah, PharmD, 2015-16
- Predictors of successful conversion from tacrolimus to sirolimus in kidney transplant recipients on a steroid free immunosuppressive regimen. Andrew Brueckner, PharmD, 2015-16
- Treatment Outcomes with Nafcillin versus Cefazolin for Methicillin-Susceptible Staphylococcus aureus Bloodstream Infections. Corey Burrelli, PharmD 2015-16
- Impact of a pharmacist-utilized inpatient warfarin monitoring tool on patient safety. Megan Saraceni, PharmD, 2014-15
  - Impact of a pharmacist/nurse-driven intensive care unit delirium intervention. Samantha Moore, PharmD 2014-15
- Influence of Time to Dose Adjustment for Antibiotics in Patients Initiated on Continuous Renal Replacement Therapy in the Intensive Care Unit. Ethan Smith, PharmD, 2014-15
- Daptomycin versus linezolid for the treatment of vancomycin-resistant enterococcal urinary tract infections. Kaitlyn Dziuba, PharmD 2013-14
- Implementation of a phenobarbital-based alcohol withdrawal protocol in critical care. Randy Hollins, PharmD, 2013-14
- Efficacy of cefepime therapy for treatment of Enterobacteriaceae bloodstream infections (BSI): an evaluation of the revised susceptibility breakpoints. Srijana Jonchhe, PharmD 2013-14
- Comparison of outcomes for patients with suspected healthcare associated pneumonia treated with guideline concordant regimens versus community acquired pneumonia regimens. John N. O'Donnell, PharmD 2013-14
- Evaluation of antiretroviral and prophylactic antimicrobial prescribing for HIV-infected hospitalized patients and the impact of clinical pharmacist interventions. Monique Bidell, PharmD 2012-13
- Incidence of medication-associated admissions to a medical intensive care unit. Adam Diamond, PharmD 2012-13
- Evaluating the impact of a telephone-based, pharmacist-run insulin management program. Katie Hackenson, PharmD 2012-13
- Incidence and management of bleeding in elderly patients initiated on dabigatran, Jessica Rimsans, PharmD 2012-13
- Antipsychotic utilization in the intensive care unit (ICU) and in the transition of care. Julia Kats, PharmD 2011-12
- Impact of sirolimus conversion on cardiovascular outcomes in renal transplant recipients. Miae Kim, PharmD 2011-12
- Creatinine phosphokinase elevations in patients on daptomycin with or without a statin. Jason Mordino, PharmD 2011-12
- Early versus late conversion from a calcineurin inhibitor to sirolimus and the incidence of wound complications in liver and kidney transplant recipients. Shannon Bradley, PharmD 2010-11
- Vancomycin utilization in neutropenic oncology patients: A retrospective review of prescribing patterns and concordance with national guidelines. Kelley Carlstrom, PharmD 2010-11
- Implementation of a delirium identification and treatment algorithm in the intensive care unit: a focus on the appropriate use of antipsychotic medications. Charles Foster, PharmD 2010-11
- Impact of a dedicated clinical pharmacist in the medical intensive care unit (MICU) on length of stay. Andrea Handeli, PharmD 2010-11
- Clinical experience with conversion to generic mycophenolate mofetil and tacrolimus at a large academic medical transplant center. Basma Sadaka, PharmD 2009-10
- Evaluation of empiric therapy with aztreonam plus vancomycin vs cefepime with or without vancomycin for the treatment of fever and neutropenia: A retrospective review. Riley Vetter, PharmD 2009-10
- Assessment of initial empiric antimicrobial choice in septic shock patients in the emergency department (ED). Rachel Weber, PharmD 2009-10
- Impact of hospital guidelines on argatroban use in patients with suspected or confirmed heparin-induced thrombocytopenia: evaluation of clinical outcomes, adverse events and cost. Wendy Chen, PharmD 2008-09
- Impact of pharmacist interventions on duration of mechanical ventilation in medical and surgical intensive care unit (ICU) patients receiving continuous sedation. Alexander Levine, PharmD 2008-09
- Evaluation of Linezolid versus Daptomycin for the Treatment of Vancomycin Resistant Enterococcus Bacteremia. Aimee Mertz, PharmD 2008-09
- Impact of indication-based computerized provider order entry on albumin utilization. Marina Rozov, PharmD 2008-09
- Development, implementation and evaluation of a collaborative antimicrobial dosing and monitoring program with a hospitalist service: a targeted aminoglycoside and vancomycin pharmacokinetic program. Yulia Groza, PharmD 2007-2008
- Evaluation of a computerized physician order entry (cPOE) weight-based unfractionated heparin protocol: impact on prescribing, monitoring, safety, and achievement of therapeutic targets. Adam Woolley, PharmD 2007-2008
- Experience with beta-lactam antibiotic desensitization protocols at a Tertiary Care Medical Center: Impact on care and outcomes. R. Wayne Shipley, PharmD 2006-2007
- Impact of a pharmacy adverse drug reaction (ADR) consult service on the reporting and detection of ADRs in elderly patients admitted to a general medical floor at an urban teaching hospital. Ifeoma Eche, PharmD 2004-2005.
- The impact of a DVT prophylaxis guideline on the VTE risk assessment and use of DVT prophylaxis in patients admitted to an urban, tertiary-care medical center. Jeanne McCarthy, PharmD 2004-2005
- Improvement in glycemic control and reduction of errors associated with antidiabetic medications through the implementation of a comprehensive insulin ordering/monitoring form. Sharon M. Cox, PharmD 2000-2001.
Beth Israel Deaconess Medical Center
Resident Continuing Education (CE) Program Guideline

Each resident will present one formal CE program during the residency year. Several residency goals will be addressed within this residency requirement. Upon successful completion of this residency requirement, the resident will demonstrate proficiency in:

1. Critical evaluation of the literature pertaining to the presentation topic
2. Enhancement of presentation, teaching and communication skills
3. Understanding of the provision of CE programs for pharmacists and other health care professionals
4. Development of skills in responding to audience questions and comments
5. Familiarization with different audiovisual equipment and techniques

**CE Topic:**
The CE topic will be chosen by the resident, with guidance from the Residency Program Director and Residency Advisory Committee. The topic selected should involve a current therapeutic or pharmacy practice management controversy, developing clinical or practice management research, or therapeutic area. The resident will be responsible for identifying a residency program preceptor to serve as "preceptor" for their CE program.

**CE Format:**
The date, time, location, and title of the Resident CE program will be determined by 60 days prior to the assigned presentation date.

The length of the Resident CE Program will be limited to one hour, with at least 10 minutes of this time reserved for questions and/or comments from the audience.

Handouts should be prepared in advance and reviewed with the CE preceptor prior to the presentation.

**Approval for CE credit:**
The resident will coordinate with the Pharmacy Administration Team to secure CE credits from the MA Board of Pharmacy for their CE program. A template application form is available for submission for CE credit.

At least **eight weeks prior to the presentation** the resident should submit the following CE program information to the Board: Presentation title; Educational Objectives; CE Outline, Date and time of presentation; Location of presentation; His/Her curriculum vitae

A sign-in sheet is required to document attendance of participants seeking CE credit for the program. (found on shared drive, residency, forms)

**CE Evaluation:**
Each resident will receive an evaluation of the CE presentation from a minimum of two preceptors –at least one other than the CE preceptor). The evaluation will be discussed with the resident immediately following the CE program.

The audience will also be encouraged to submit written comments to the resident using the Oral Presentation Evaluation form. (found on shared drive, residency, forms)

**Post Program:**
1. Review the audience evaluation forms with CE preceptor.
2. Deliver the audience evaluation forms to the CE coordinator.
3. Return sign in sheets to CE Coordinator, so that attendees receive CE credit.
This tracking tool is intended to assist in the planning and documentation of longitudinal activities and requirements assigned throughout the residency. This tool should be maintained and kept up to date so that it can be provided to your advisor and the RAC membership at large to assist in the tracking of your progress towards completion of these activities and your achievement of the associated residency goals and objectives.

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### Residency Longitudinal Activities:

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<tr>
<th>CE Program</th>
<th>Due Date:</th>
<th>Quarter 1</th>
<th>Quarter 2</th>
<th>Quarter 3</th>
<th>Quarter 4</th>
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<td>CE Slides</td>
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### Drug Information Questions

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### Leadership Activities

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<td>ASHP Midyear Meeting Keynote</td>
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### Medication Safety

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<th>Quarterly Medication Event Report</th>
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<td>Med Safety Meeting/s</td>
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<td>Presentation of Results (P&amp;T/Subcommittee)</td>
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BIDMC PGY1 PHARMACY RESIDENCY
PROGRAM YEAR 2019-20
Tentative Timelines for Residents
(Dates are subject to change based on individual resident goals/assigned tasks)
**This may not be all inclusive – Please develop your personal schedule and calendar!**

July:
- Residency Program Orientation
- If not licensed, finalize dates for taking the NAPLEX and MPJE
- Review ASHP Residency Standards
  - Initial self-assessment (Entering resident goals and objectives)
  - Establish Resident Account in PharmAcademic
- Begin Pharmacy Practice Training
- Meet regularly with RPD to review issues and verify how training is going
- Confirm meeting and orientation dates with MCPHS University
- Review Early Core Rotation schedule/verify dates/timelines with preceptors
- Review / schedule longitudinal experiences (P&T, CE, Med Safety, Drug Information, etc.)
- Start evaluation and selection process for case and topic presentations for longitudinal Residency Project

August:
- Attend MCPHS University Orientation
- Begin MCPHS University Teaching Certificate Program
- MUE Selection (Due date: Aug 2nd)
- Residency Project selection/preceptor confirmed (Due Date Aug 15th)
- Register for ASHP Midyear Meeting
- Establish personal deadlines for various projects, assignments, longitudinal work (P&T minutes, newsletter articles, CE program for pharmacists, etc.)
- Establish meeting times for RAC
- Begin Clinical Rotations (ensure pre/post rotation goals/evaluations completed)

September:
- Project Design/Methods write-up
- Project Proposal Summary and begin IRB application
- Begin working on abstract for ASHP poster application
- Begin MCPHS University longitudinal activities (facilitate Therapeutics Seminar)
- Begin working on recruitment information for prospective new residents: area showcases are in October

October:
- Submit project application to IRB if not already done (deadline October 15th)
- ASHP poster abstract for residents due October 1st
- Complete 1st Quarter Self-Evaluations and meet with Advisor
- Schedule time with RPD for review of Residency Plan

November:
- Discuss CV preparation and interview opportunities at midyear
- Prepare poster for ASHP midyear presentation. Present to RAC for review by committee
- Complete recruitment materials for ASHP Residency/MCP Showcase

December:
- ASHP Midyear – BIDMC Posters, showcase
- Determine 3rd Quarter Rotations (core and elective)
- Complete 2nd Quarter Self-Evaluations and meet with Advisor
- Schedule time with RPD for review of Residency Plan
- Coordinate MCPHS activities for upcoming block (seminar, etc.)
January:
- Continue project work-data collection and analysis
- Determine medication safety activities, MUE and CE program for staff if not already planned
- Review MCPHS activities for Spring Semester
- Begin to prepare materials for teaching rotation
- Begin preparing abstract for Eastern States (verify deadline for submission)
- Finalize remaining rotations
- Coordinate recruitment activities of new residents with RPD

February:
- Participate in interview activities of new residents with RPD
- Continue project work-data collection and analysis
- Make travel arrangements for Eastern States

March:
- Finalize any outstanding project work.
- Begin preparing PowerPoint Presentation for Eastern States
- Present Project summary analysis to RAC
- Review Residency Requirement List and determine what outstanding projects need to be completed
- Complete 3rd Quarter Self-Evaluations and meet with Advisor
- Schedule time with RPD for review of Residency Plan

April:
- Pre-Eastern States project presentation to RAC
- Determine what hospital committees/persons would be targets audience for project presentation

May:
- Eastern States
- Project Manuscript-first draft
- P&T Project Presentation (May or June)

June:
- All Residency Requirements completed by Jun 15.
- Residency Portfolio to RPD by June 15th
- MCPHS presentations
- Complete 4th Quarter Self-Evaluations and meet with Advisor
- Schedule final residency review with RPD
The ASHP Accreditation Standards outline the responsibilities of preceptors necessary for accreditation compliance, stating that preceptors serve as role models for learning experiences and they must:

- Contribute to the success of residents and the program;
- Provide learning experiences in accordance with the standards;
- Participate actively in the residency program’s continuous quality improvement processes;
- Demonstrate practice expertise, preceptor skills, and strive to continuously improve;
- Adhere to residency program and department policies pertaining to residents and services; and,
- Demonstrate commitment to advancing the residency program and pharmacy services.

In addition to aforementioned requirements, the following Preceptors’ Qualifications are essential prerequisites for ASHP Residency Preceptors. Preceptors must demonstrate the ability to precept residents’ learning experiences as described in the following areas:

- Demonstrate the ability to precept residents’ learning experiences by use of clinical teaching roles (i.e., instructing, modeling, coaching, facilitating) at the level required by residents;
- Demonstrate the ability to assess residents’ performance;
- Demonstrate recognition in the area of pharmacy practice for which they serve as preceptors;
- Maintain an established, active practice in the area for which they serve as preceptor;
- Maintain a continuity of practice during the time of residents’ learning experiences; and,
- Demonstrate ongoing professionalism, including a personal commitment to advancing the profession.

Instructions: For each preceptor qualification, self-evaluate your practice:

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<tr>
<th>Preceptor Qualifications</th>
<th>Always</th>
<th>Usually</th>
<th>Sometimes</th>
<th>Never</th>
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<td>Demonstrate the ability to precept residents’ learning experiences by use of clinical teaching roles (i.e., instructing, modeling, coaching, facilitating)</td>
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<td>I integrate each of the clinical teaching roles (i.e., instructing, modeling, coaching, facilitating) when precepting</td>
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<td>I ask questions of the residents that promote self-directed learning</td>
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<td>I schedule time during my rotation in order to interact with and directly observe the resident's performance</td>
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<td>Demonstrate the ability to assess residents’ performance</td>
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<td>I design the rotation to provide the resident with the experiences necessary to measure his or her performance against the objectives evaluated for the rotation</td>
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<td>I communicate clear expectations for the resident regarding rotation responsibilities, rotation requirements, and deadlines during my rotation</td>
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<td>I provide the necessary opportunities to allow residents to complete all learning objectives required during my rotation</td>
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<td>I provide feedback, (both positive and negative) on a regular basis throughout my rotation</td>
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<td>I encourage the resident to self-evaluate/reflect on his/her own performance</td>
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<td>I complete the resident assessment in a timely manner at the end of each rotation</td>
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<td>Demonstrate practice expertise, preceptor skills, and strive to continuously improve</td>
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<td>I am enthusiastic about my professional responsibilities, including precepting</td>
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<td>I am confident in my expertise in the area in which I am precepting</td>
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<td>I am confident in my skill as preceptor</td>
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Please indicate activities that you have been involved in during the past year which support your qualifications as a preceptor. Examples of types of supporting activities are listed here. This is not an all-inclusive list.
1. **Recognition in the area of pharmacy practice for which you serve as preceptor.** Examples include:
   - active BPS certification
   - competency in a practice area as determined by credentialing by the institution if applicable
   - multi-disciplinary certification in disease or patient care management recognized by the Council on Credentialing in Pharmacy
   - formal recognition by peers as a model practitioner (e.g., professional fellow, recognition as pharmacists of the year, institutional service award winner)
   - multidisciplinary certification in disease or patient care management within the past seven years

2. **Demonstration of having an active practice in the area for which you serve as preceptor.** Examples include:
   - contribution to the development of clinical or operational policies/guidelines or protocols in the practice site
   - contribution to the creation/implementation of a new clinical service or service improvement initiative
   - active participation on a multi-disciplinary, pharmacy committee or task force responsible for patient care or practice improvement, etc.
   - demonstrated leadership within the practice area

3. **Demonstration of ongoing professionalism, including a personal commitment to advancing the profession.** Examples include:
   - serving as a reviewer (e.g., contributed papers, grants, or manuscripts; reviewing/submitting comments on draft standards/guidelines for professional organizations).
   - presentation/poster/publication in professional forums
   - poster/presentation/project co-author for pharmacy students or residents at a professional meeting (local, state, or national)
   - active service, beyond membership, in professional organizations at the local, state, and/or national level (e.g., leadership role, committee membership, other)
   - routine in-service presentations to pharmacy staff and other health care professionals
   - faculty appointment or pharmacy student preceptor, pharmacy technician educator
   - completion of, enrollment in, or teaching in, a teaching certificate program.
   - providing preceptor development topics at the site.
   - professional consultation to other health care facilities or professional organizations.
   - contributing to health and wellness in the community and/or organization through active participation in health fairs, public events, employee wellness promotion/disease prevention activities, pt. education classes, etc.
   - participates in research; publication of original research or review articles in peer-reviewed journals or chapters in textbooks.
   - publication or presentation of case reports or clinical/scientific findings at local, regional, or national professional meetings or conferences.

**Implemented improvements to the residency program during the past year:**

**How do you plan to improve your rotation during the following year?**

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**Core Rotations:** Medicine, Infectious Diseases, Critical Care (required), Oncology, Solid Organ Transplant, Teaching (required)  
**Elective Rotations:** Advanced Medical Intensive Care, Advanced ID, Ambulatory, Antibiotic Stewardship, Bone Marrow Transplant, Cardiology, Cardiology Intensive Care; Disease-specific Ambulatory Clinics, Hepatology, Medication Safety, Neuro/SICU, TSICU
Draft Resident Rotations 2019-20

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**Leadership**
- Attend Monthly Sr. Leadership meeting with RPD or other Pharmacy Administrator-schedule follow meeting to discuss details.
- Attend Monthly Pharmacy Administration meeting

**Medication Safety**
- Med Events Analysis and presentation to P&T
- ISMP Quarterly Action Report and presentation to Med Safety Committee

**P&T**
- Attend monthly P&T meeting and take minutes
- Summarize P&T actions for the QTR

**CE**
- Prepare and present a continuing education program for the staff
Notes: